1983 MANPOWER SECRETARY OF THE YEAR

B5275-1

THE AWARD

The Secretary of the Year Award is presented to employees of Manpower Temporary Services who demonstrate superior proficiency during their tenure with Manpower and who have exceeded stringent professional criteria.

The Secretary of the Year Award was initiated in 1978 to express Manpower's appreciation of and the commitment to the secretarial profession -- especially in light of today's critical need for qualified secretaries.

To date, approximately 1,500 of Manpower's U.S. employees have been acknowledged as Secretary of the Year honorees. The company annually employs more than 300,000 people through 550 U.S. offices.

SURVEY RESULTS

As part of the company's salute to Secretaries Week, Manpower conducted a survey of its 320 Secretary of the Year honorees from 257 U.S. cities. Here is what they said about their jobs, careers and families:

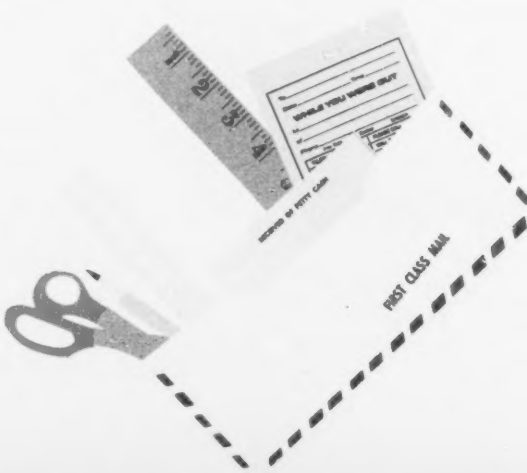
Age:	18-25	7%	31-40	34%	51-60	15%
	26-30	11%	41-50	30%	Over 60	3%
Gender:	Female	99%	Male	1%		
Marital Status:						
	Married	80%	Divorced	5%		
	Single	12%	Widowed	3%		

How long have you worked for Manpower?

Less than one year	21%
1 to 2 years	49%
3 to 4 years	21%
5 to 10 years	7%
Over 10 years	2%

What was your occupation before becoming a temporary secretary?

Homemaker	50%	Student	6%
Office Worker/ Secretary	23%	Teacher	5%
Professional/ Technical	9%	Other	19%



What is the highest level of education you have completed?

High school or less	26%	Business school	20%
Some college	38%	College graduate	16%

Do you have children?

Yes	77%	No	23%

If YES to above question, what are their ages?

Age 0 to 3	5%	Age 12 to 15	19%
Age 4 to 7	9%	Age 16 and over	54%
Age 8 to 11	13%		

What type of child care arrangements do you have?

Relative	15%	Babysitter outside home	12%
Neighbor	13%	Babysitter in your home	2%
Other	51%	Day care center	7%

On average, how many weeks per year do you work as a Manpower temporary employee?

12 weeks or less	0
13 to 24 weeks	20%
25 to 36 weeks	32%
37 to 48 weeks	28%
Over 48 weeks	20%

What are your reasons for working as a Manpower temporary employee?

(Responses are ranked with the most popular reasons listed first.)

1) Variety of job assignments
2) Enjoy working
3) Additional income
4) Flexible hours
5) Like meeting different people
6) Career oriented
7) To get out of the house

What skills are needed for secretaries today?
(Skills are ranked with the most important first.)

1) Telephone presence

2) Typing

3) Dictaphone

4) Word processing

5) Shorthand

6) Data entry

7) Accounting/bookkeeping

8) Sales ability

What skills do you think will be needed by secretaries ten years from now?

1) Word processing

2) Computer-related skills

3) Data entry

4) Office management

Have you had any training in word processing?

Yes 49% No 51%

If no, if you had the opportunity to be trained in word processing, would you take advantage of it?

Yes 94% No 6%

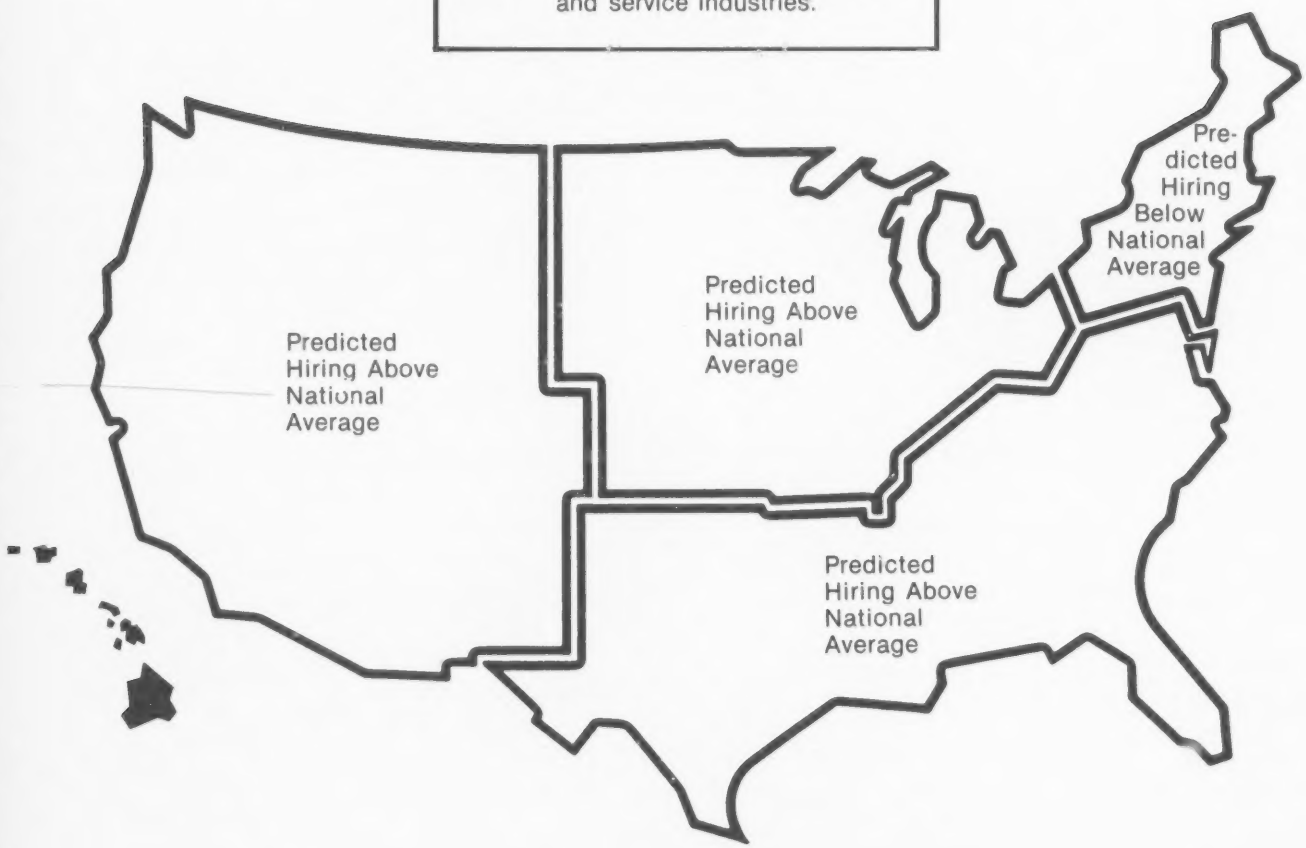
Do you think that the business community views temporary secretaries as professional as permanent secretaries?

Yes 71% No 29%

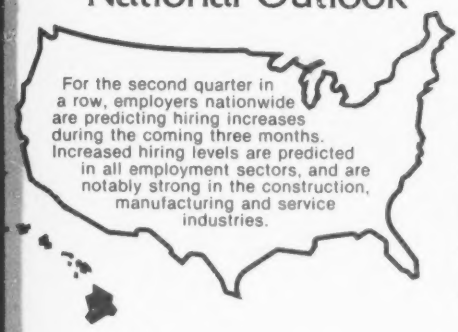
Manpower, Inc. Employment Outlook Survey

Third Quarter
July, August, September
1983

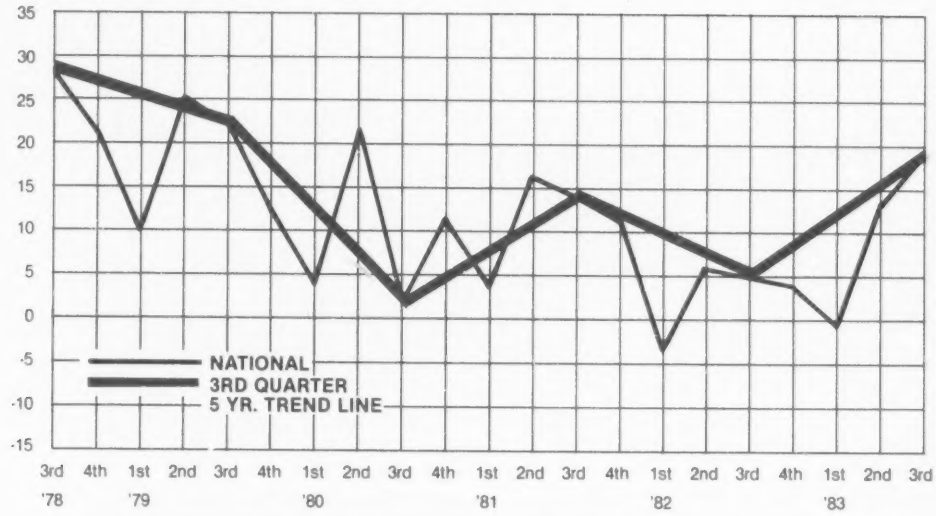
For the second quarter in a row, employers nationwide are predicting hiring increases during the coming three months. Increased hiring levels are predicted in all employment sectors, and are notably strong in the construction, manufacturing and service industries.


Predicted Hiring Above National Average
Predicted Hiring Above National Average
Predicted Hiring Above National Average
Pre-dicted Hiring Below National Average

National Outlook


For the second quarter in a row, employers nationwide are predicting hiring increases during the coming three months. Increased hiring levels are predicted in all employment sectors, and are notably strong in the construction, manufacturing and service industries.

MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

*The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

For the second quarter in a row, employers nationwide are predicting hiring increases during the coming three months, according to the findings of the Employment Outlook Survey.

According to the quarterly poll of more than 11,190 employers in 348 U.S. cities, a significant number of firms plan to hire additional workers during the third quarter of 1983 (July, August, September), while very few firms expect staff reductions. Third quarter survey figures reveal the strongest hiring outlook since 1979.

The new results confirm a trend that began earlier in the year and has been steadily building to its present level. Strong hiring intentions are present in all regions of the country, although the hiring pace is expected to be slightly better in the West and South than in the Midwest and Northeast.

For the first year since the survey was established in 1976, third quarter results show a significant improvement over those for the second quarter. Current hiring plans are only slightly below the post-recession third quarter of 1976. Overall, a steady quarter-to-quarter improvement in hiring strength is evident now, and the summer hiring should be slightly better than that of the past three years.

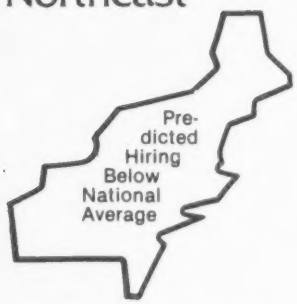
Increased hiring levels are predicted in all employment sectors, and are notably strong in the construction, manufacturing and service industries.

The only employment sector which appears significantly weak is the education sector. There, a combination of seasonal factors and budget pressures have produced a situation in which slightly more employers expect to reduce staff levels than plan to add staff. The most adversely affected region in the education sector is the West.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	16	70	11	3
Construction	36	53	8	3
Manufacturing—Durable Goods	30	59	8	3
Manufacturing—Non-durable Goods	26	66	6	2
Transportation & Public Utilities	20	68	10	2
Wholesale & Retail Trade	28	64	5	3
Finance, Insurance & Real Estate	26	65	7	2
Education—Public & Private	17	61	20	2
Services	27	65	6	2
Public Administration	23	62	12	3
All Industries	27	63	8	2

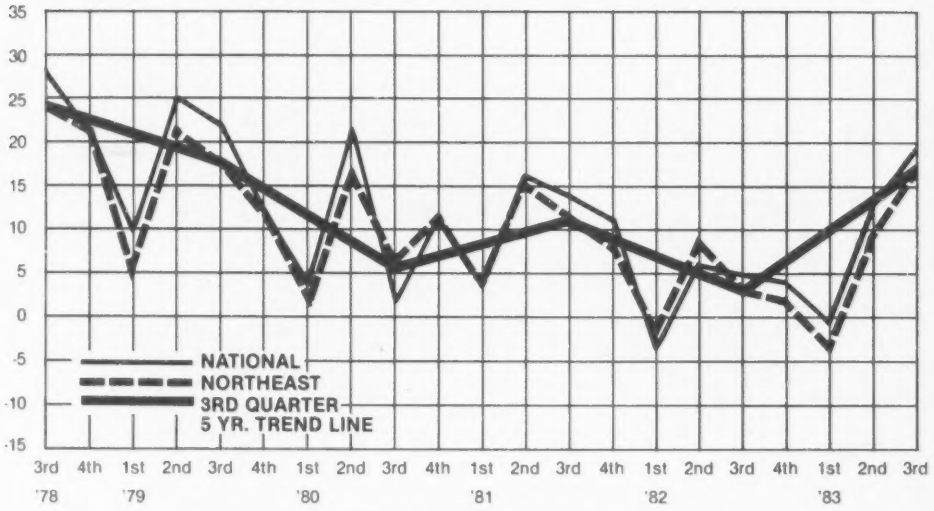
Note: These figures are not adjusted for seasonal variations.

Northeast



Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Northeastern employers predict employment levels during the third quarter of 1983 to be the highest reported for any quarter since third quarter 1979. The improved employment outlook is similar to that posted nationally, but slightly behind that reported in the Midwest.

The key industrial sectors — construction and manufacturing of both durable and non-durable goods — have improved significantly from one year ago. Other sectors which report gains are finance, insurance and real estate, public administration, the wholesale and retail trade and transportation and public utilities. Service industry job opportunities have increased only slightly from one year ago.

The only employment sector which continues to show a negative net hiring situation is education. Positive hiring gains in the third quarter have not been reported since 1977. This flat hiring activity is affected by seasonal changes in the needs of educators and by budget cuts.

The most improved sector, manufacturing of durable goods, posted the highest number of job opportunities since the second quarter of 1981. This quarter, three times as many employers plan to add workers as expect reductions whereas one year ago, one third more expected reductions as planned additions.

Construction too posted large gains with nearly nine times as many employers planning to hire additional workers during July, August and September as expect reductions. Current survey results are the best recorded since second quarter 1981.

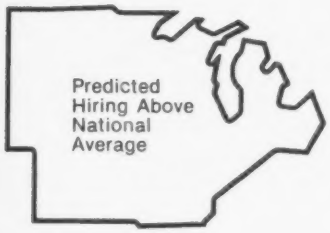
The finance, insurance and real estate sector results are the best reported since the fourth quarter of 1980.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	35	54	4	7
Manufacturing—Durable Goods	28	61	9	2
Manufacturing—Non-durable Goods	20	71	6	3
Transportation & Public Utilities	19	65	11	5
Wholesale & Retail Trade	24	64	7	5
Finance, Insurance & Real Estate	25	60	11	4
Education—Public & Private	16	62	18	4
Services	21	69	5	5
Public Administration	18	66	12	4
All Industries	24	65	7	4

Note: These figures are not adjusted for ssasonal variations.

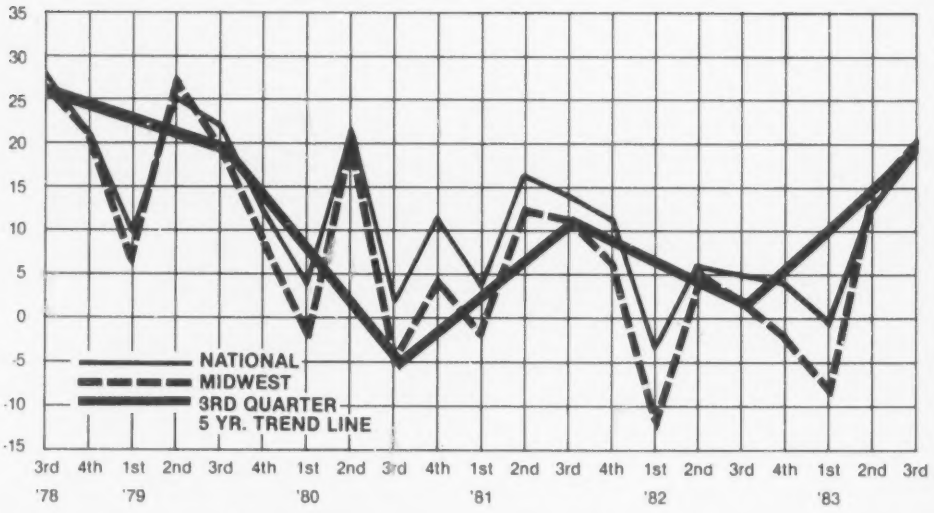
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois	Missouri
Indiana	Nebraska
Iowa	North Dakota
Kansas	Ohio
Michigan	South Dakota
Minnesota	Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Like last quarter, the most significant improvement in the employment outlook is reported by the Midwest. Not only is there a continued drop in the number of staff reductions expected, but positive hiring gains are predicted.

The key sectors of construction and manufacturing report the most significant gains in employment levels with more than four times as many construction firms planning to increase staff size as expect reductions. Construction survey results are the best posted for all quarters since third quarter 1979.

Manufacturers of durable goods are also optimistic with five times as many employers planning to add staff as expect reductions during July, August and September of 1983. Non-durable goods manufacturers have also predicted steady improvement with nearly five times as many employers planning staff additions as expecting cutbacks. Current figures for both manufacturing sectors are the best recorded for all quarters since second quarter 1979.

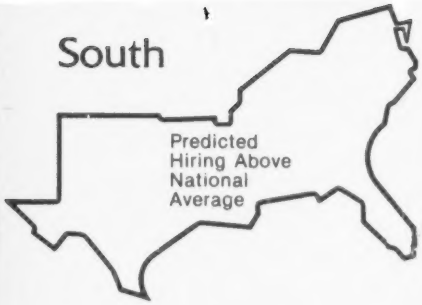
The finance, insurance and real estate sector reports more job opportunities this year than last with the strongest hiring activity predicted since third quarter 1979.

Wholesale and retail merchants expect hiring activity to be nearly twice as brisk as that reported one year ago. More than five times as many employers plan to increase staff size as expect reductions during the third quarter and results are the best posted since second quarter 1979.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	40	50	9	1
Manufacturing—Durable Goods	30	62	6	2
Manufacturing—Non-durable Goods	27	65	6	2
Transportation & Public Utilities	15	71	13	1
Wholesale & Retail Trade	27	67	5	1
Finance, Insurance & Real Estate	25	68	6	1
Education—Public & Private	16	62	21	1
Services	24	69	6	1
Public Administration	19	68	10	3
All Industries	26	66	6	2

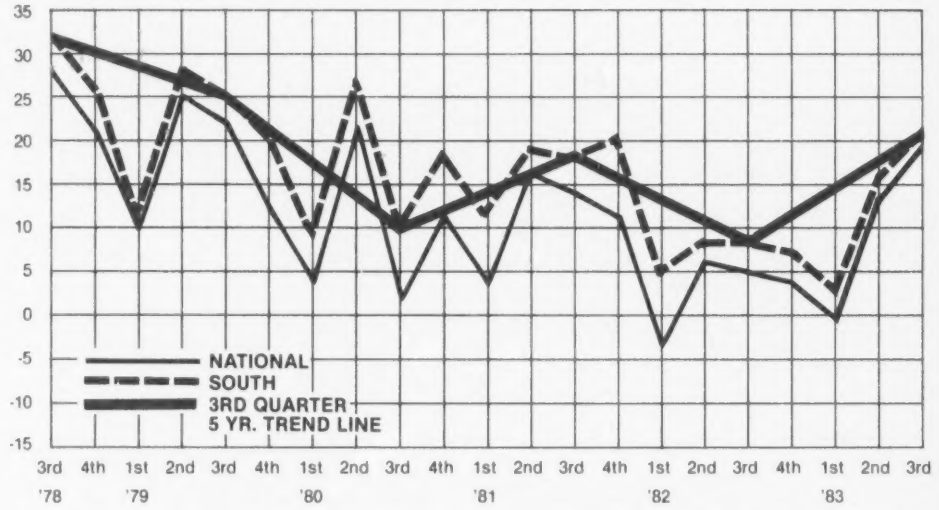
Note: These figures are not adjusted for seasonal variations.

*The size of the mining industry's responding sample does not permit a hiring trend forecast.



Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Southern employers continue to predict an optimistic employment outlook with four times as many employers planning to expand staff size as expect reductions. Current survey figures are the best posted for any quarter since second quarter 1980.

The key industrial sectors of construction and manufacturing continue to show gains with nearly four times as many construction employers planning to add workers as expecting to reduce staff size during the third quarter of 1983. Current staff levels for this sector will be slightly lower than last quarter, but much greater than one year ago.

Manufacturers of both durable and non-durable goods report survey results which are similarly optimistic. The greatest improvement of the two is predicted by durable goods manufacturers. Both groups of manufacturers post the highest number of job opportunities for any quarter since third quarter 1981.

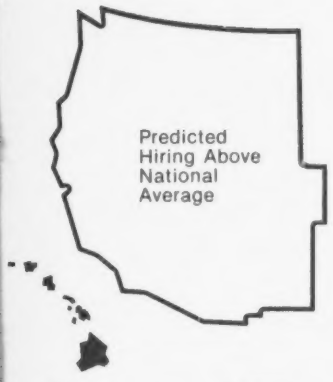
Gains in employment levels are also reported by the finance, insurance and real estate sector, by service employers and by public administrators. While the figures in the finance, insurance and real estate sector are slightly behind those reported last quarter, they are significantly ahead of those of one year ago.

Service sector hiring activity is expected to be the strongest since second quarter 1981, and public administrators report figures which are better than any reported since fourth quarter 1979.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	17	74	9	0
Construction	39	50	8	3
Manufacturing—Durable Goods	29	59	8	4
Manufacturing—Non-durable Goods	27	66	6	1
Transportation & Public Utilities	21	69	9	1
Wholesale & Retail Trade	28	64	5	3
Finance, Insurance & Real Estate	30	63	6	1
Education—Public & Private	19	64	14	3
Services	30	61	7	2
Public Administration	24	61	12	3
All Industries	28	63	7	2

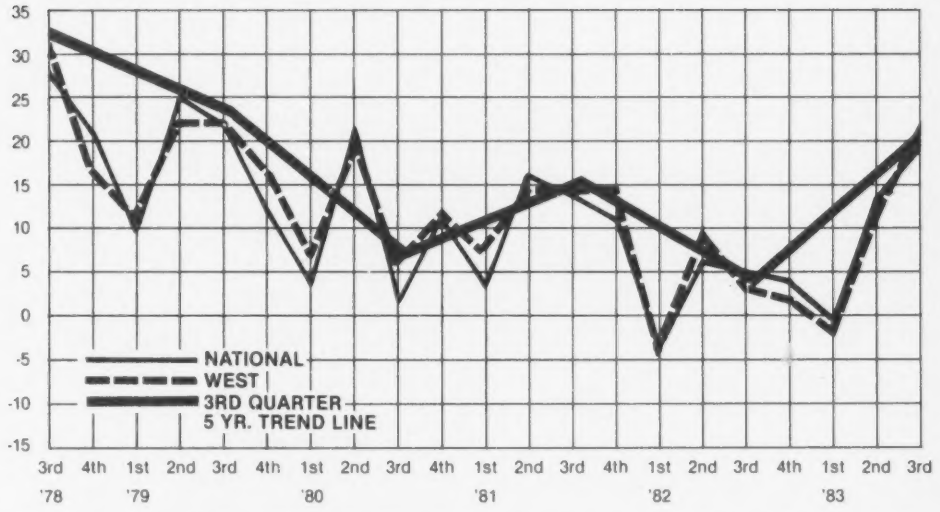
Note: These figures are not adjusted for seasonal variations.

West



Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Western employers predict a favorable employment outlook for the third quarter of 1983 with strong hiring activity reported by the manufacturing sectors and the wholesale and retail trade. Current survey results are the best reported for any quarter since third quarter 1979.

Much improvement is reported by manufacturers of both durable and non-durable goods with the latter group posting slightly more job opportunities than the former group. Figures are the best posted for any quarter since the third quarter of 1979 by manufacturers of non-durable goods. Hiring activity is expected to be the strongest for durable goods manufacturers for any quarter since second quarter of 1980.

Wholesale and retail merchants predict the highest number of job opportunities for any quarter since third quarter 1978. The number of firms planning to increase staff size has jumped since one year ago and a drop in staff reductions is expected.

The finance, insurance and real estate sector also reports improved hiring activity with survey figures the highest for any quarter since fourth quarter 1980.

While hiring activity in the service sector is expected to be favorable, the improvement is not as great as that reported by other employment sectors.

Hiring strength has improved in the public administration sector with nearly twice as many organizations planning to add staff as expect reductions. One year ago, just the opposite was predicted.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	19	62	13	6
Construction	28	61	10	1
Manufacturing—Durable Goods	31	59	8	2
Manufacturing—Non-durable Goods	35	53	8	4
Transportation & Public Utilities	28	62	9	1
Wholesale & Retail Trade	34	59	5	2
Finance, Insurance & Real Estate	24	63	8	5
Education—Public & Private	18	51	30	1
Services	31	62	6	1
Public Administration	31	50	16	3
All Industries	30	59	9	2

Note: These figures are not adjusted for seasonal variations.

MANPOWER®
TEMPORARY SERVICES
International Headquarters
5301 N. Ironwood Road, Milwaukee, WI 53217

The quarterly Employment Outlook Survey is conducted as a public service of Manpower, Inc. The survey was designed and is administered by Manpower's International Research Department, utilizing a statistically representative sample of more than 11,190 large public and private employers from among ten industrial sectors in 348 U.S. cities.

The third quarter 1983 survey is a measurement of employment plans for the permanent workforce and is based upon interviews conducted with the survey sample immediately prior to June 1, 1983.

The survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

B5275-1

EMPLOYMENT OUTLOOK SURVEY

Third Quarter 1983
Manpower, Inc.

SUMMARY OF RESULTS

The following table shows the percentage of 11,190 employers in 348 U.S. cities who plan to increase, decrease, or make no change in the size of their present workforce during the third quarter of 1983 (July, August, September), with comparisons for the third quarter of 1982:

	% Planning Increase		% Planning Decrease		% Planning No Change		% Unsure	
	'83	'82	'83	'82	'83	'82	'83	'82
National	27	18	8	13	63	65	2	4
South	28	19	7	11	63	67	2	3
Midwest	26	17	6	15	66	64	2	4
West	30	18	9	15	59	64	2	3
Northeast	24	16	7	13	65	66	4	5

Overall — For the second consecutive quarter, U.S. employers are optimistic in their hiring intentions for the next three months. The results are the strongest for any third quarter since 1979.

South — Employers in the South predict strong hiring activity, with the construction sector planning substantial seasonal increases. Southern area results resemble closely those reported in the West.

West — Results in the West indicate increased momentum in hiring during the third quarter. Wholesale and retail merchants report the most favorable job outlook; non-durable goods manufacturers and service industry employers anticipate similar increases. Educators expect drastic seasonal cutbacks.

Midwest — Of all regions, employers in the Midwest report the most improved job climate. Durable-goods manufacturers predict more job opportunities than other sectors.

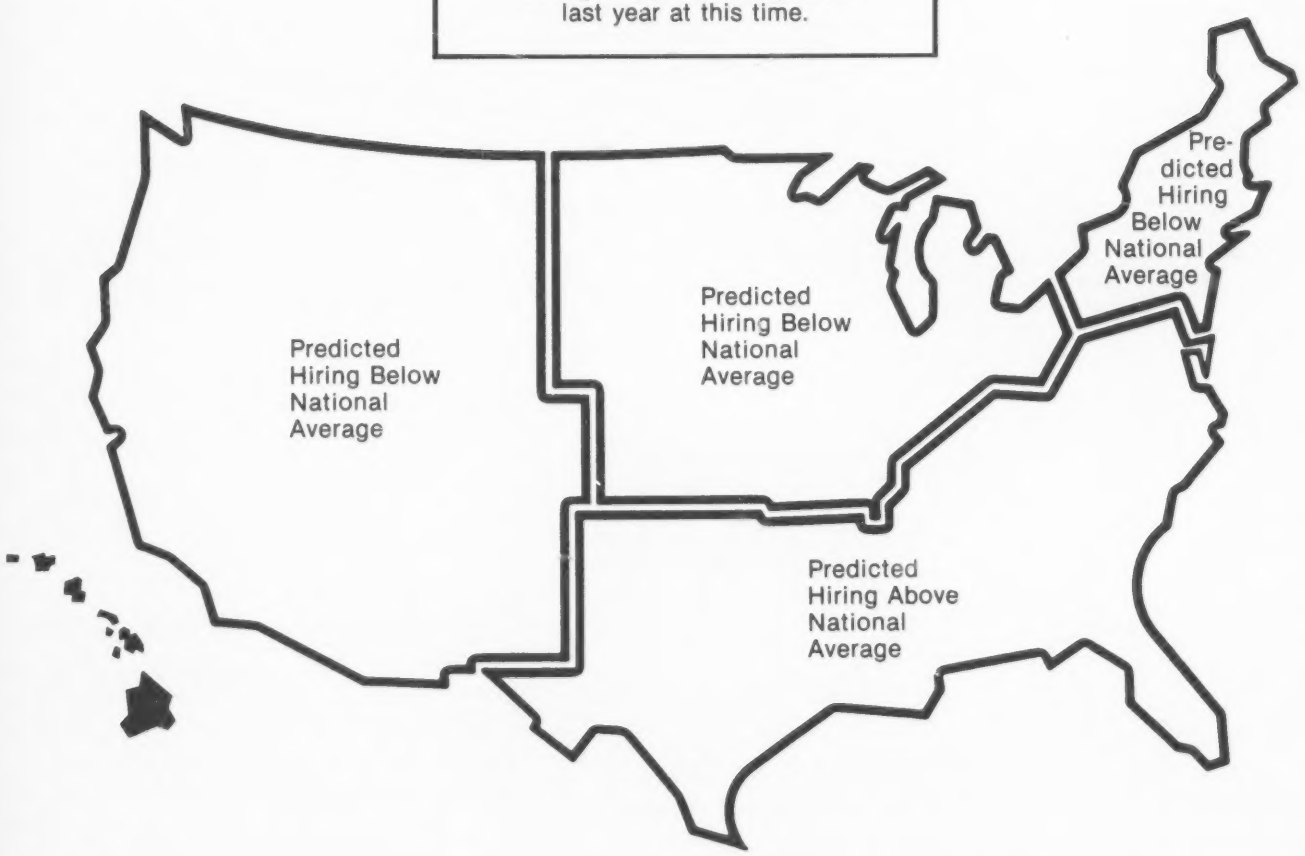
Northeast — Though the Northeast results lag behind other regions, it still shows an improvement in all employment sectors.

9/19/83 B5275-12

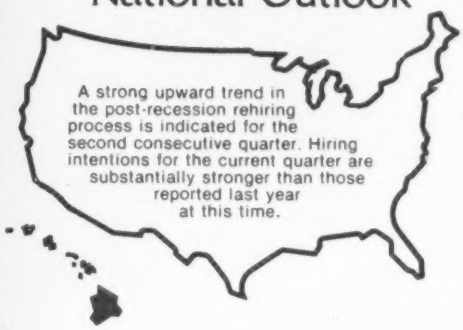
Manpower, Inc. Employment Outlook Survey

Fourth Quarter
October, November, December
1983

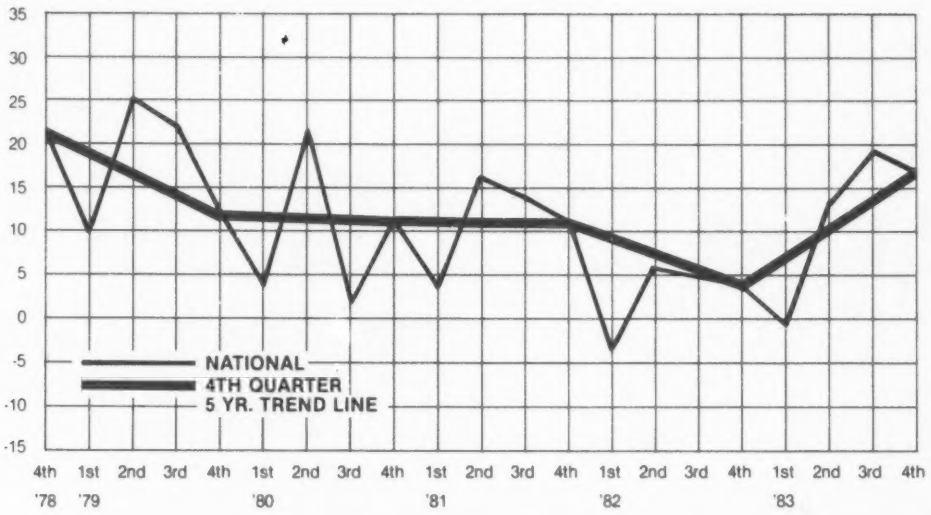
A strong upward trend in the post-recession rehiring process is indicated for the second consecutive quarter. Hiring intentions for the current quarter are substantially stronger than those reported last year at this time.


Predicted Hiring Below National Average
Predicted Hiring Below National Average
Predicted Hiring Below National Average
Predicted Hiring Above National Average

National Outlook


A strong upward trend in the post-recession rehiring process is indicated for the second consecutive quarter. Hiring intentions for the current quarter are substantially stronger than those reported last year at this time.

MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

*The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

A strong upward trend in the post-recession rehiring process is indicated for the second consecutive quarter. Hiring intentions for the fourth quarter of 1983 (October, November, December) are substantially stronger than those reported last year at this time, and figures are the best for any fourth quarter since 1978.

According to the quarterly Employment Outlook Survey, current predictions closely match the third quarter 1983 results in which 27% of the firms polled said they planned to hire more staff while 8% expected staff reductions.

The hiring outlook for the last quarter parallels the survey findings of a like period of the 1976 Upturn following the 1974-75 recession. While the hiring strength in 1976 was slightly better than the present 26%, the same percentage of firms surveyed then were expecting staff cutbacks. The figures are close enough to indicate that rehiring activity has begun and should, therefore, become much easier in the quarters ahead.

More than 11,400 employers in 354 U.S. cities participated in the current survey and regional hiring patterns continue to extend trends established in earlier Employment Outlook Surveys: hiring strength is slightly lower in the Northeast, Midwest and West, and slightly higher in the South.

For the current quarter, construction hiring is expected to be down, primarily due to seasonal weather factors, and wholesale and retail trade hiring will be sharply up due to a seasonal impact of the holiday buying period. Durable goods manufacturers will increase hiring activity from one year ago while hiring in the services, non-durable goods and finance areas will be seasonally down from last quarter but still well ahead of last year's comparable period.

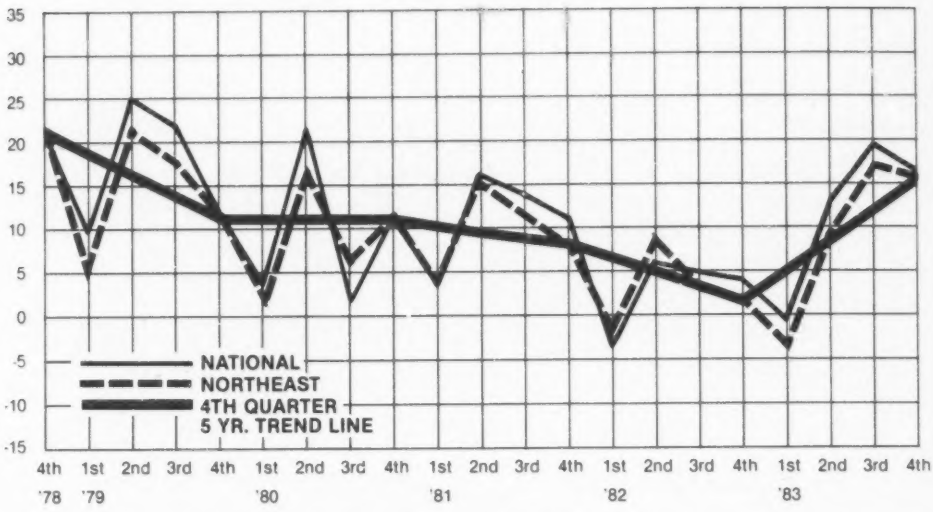
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	17	71	9	3
Construction	26	58	13	3
Manufacturing—Durable Goods	30	58	9	3
Manufacturing—Non-durable Goods	23	67	8	2
Transportation & Public Utilities	19	69	9	3
Wholesale & Retail Trade	36	56	6	2
Finance, Insurance & Real Estate	20	71	6	3
Education—Public & Private	22	68	8	2
Services	21	67	9	3
Public Administration	17	69	12	2
All Industries	26	62	9	3

Note: These figures are not adjusted for seasonal variations.

Northeast

Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

While Northeast hiring intentions for the fourth quarter 1983 are expected to be below those reported nationally, they are much better than those of one year ago. In fact, current survey figures are the best reported for any fourth quarter since 1978.

Wholesale and retail merchants report the highest number of job opportunities for all employment sectors. While the upswing in hiring is seasonal in nature, current figures are the best reported for any quarter since fourth quarter 1978. The number of cutbacks continues to drop, and hiring strength is much stronger than that of one year ago.

Northeastern manufacturers of durable goods also report substantial hiring strength with survey figures which are the best reported for any quarter since third quarter 1979.

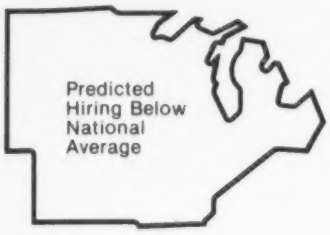
The finance, insurance and real estate sector also reports good news with fewer cutbacks expected and hiring strength expected to be its highest for all quarters since fourth quarter 1980.

A seasonal decline in hiring is expected by the construction sector, but hiring intentions for the sector are still much better than one year ago.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	26	50	17	7
Manufacturing—Durable Goods	29	59	8	4
Manufacturing—Non-durable Goods	22	67	7	4
Transportation & Public Utilities	20	67	6	7
Wholesale & Retail Trade	33	58	6	3
Finance, Insurance & Real Estate	22	71	3	4
Education—Public & Private	16	71	9	4
Services	18	67	10	5
Public Administration	15	67	14	4
All Industries	25	62	9	4

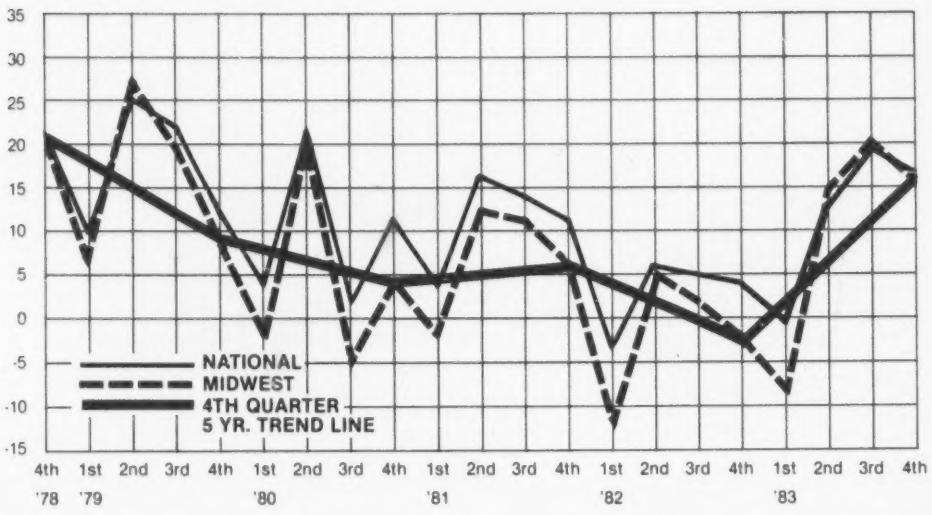
Note: These figures are not adjusted for seasonal variations.
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Hiring intentions in the Midwest are expected to be slightly behind those reported nationally, but are far ahead of past fourth quarter figures. Current figures are the best recorded for a fourth quarter since 1978 and are much better than those of one year ago.

Wholesale and retail merchants report the highest number of hiring intentions of any employment sector for the fourth quarter of 1983. While the rise in job opportunities is seasonal in nature, current figures are the best reported for all quarters since second quarter 1979.

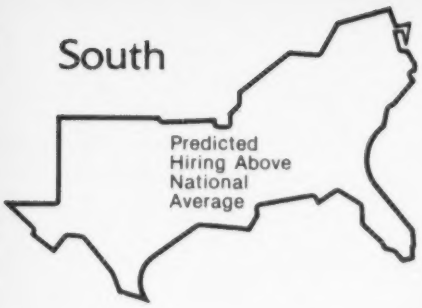
Hiring by manufacturers of durable goods is expected to be strong even though current figures are slightly lower than last quarter. Fourth quarter 1983 numbers are the best for any fourth quarter since 1978 however.

A slight seasonal drop in hiring activity is expected by manufacturers of non-durable goods, but current figures are still the best reported for fourth quarters since 1977.

While current survey figures of the services sector are the best recorded for all fourth quarters since 1979, they are slightly behind those of last quarter. A seasonal drop in hiring is also expected by construction employers.

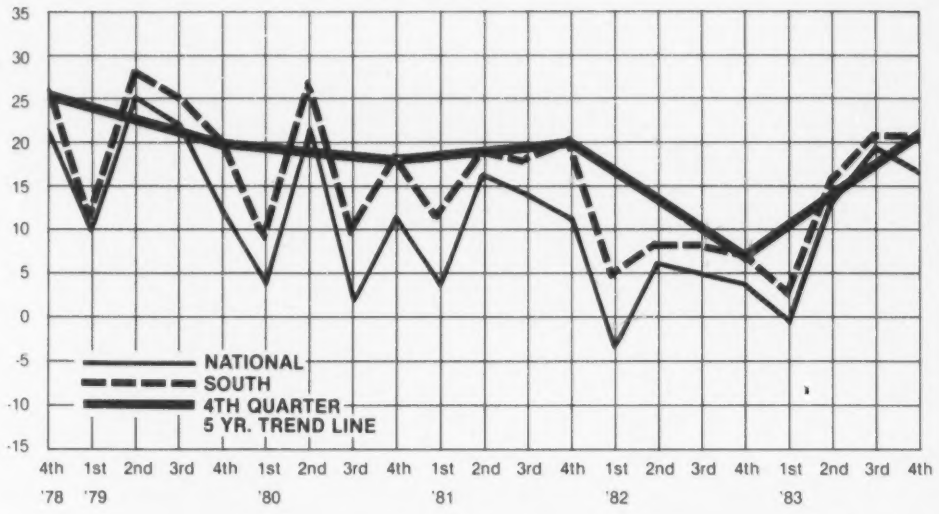
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	27	53	18	2
Manufacturing—Durable Goods	31	57	10	2
Manufacturing—Non-durable Goods	25	66	8	1
Transportation & Public Utilities	13	75	10	2
Wholesale & Retail Trade	34	59	6	1
Finance, Insurance & Real Estate	16	78	5	1
Education—Public & Private	23	66	10	1
Services	20	69	10	1
Public Administration	8	73	16	3
All Industries	26	62	10	2

Note: These figures are not adjusted for seasonal variations.
*The size of the mining industry's responding sample does not permit a hiring trend forecast.



Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Southern employers continue to predict a better job picture than other geographic regions with hiring strength for the fourth quarter expected to be slightly better than that reported nationally. While optimistic, current figures are similar to those reported last quarter, but are better than those recorded for all fourth quarters since 1978.

As in other regions, a seasonal upswing in hiring is expected by wholesale and retail merchants. Current figures are similar to those reported for fourth quarter 1981.

The job picture for manufacturers of durable goods is much improved with figures for the fourth quarter 1983 far ahead of those for all like quarters since 1978.

While construction hiring is expected to be slightly down from last quarter, hiring levels are expected to be better than any fourth quarter since 1978. This seasonal drop is far less severe in the South than in other geographic regions.

Service hiring is expected to be disappointing with hiring strength to be significantly below that of last quarter, but ahead of one year ago.

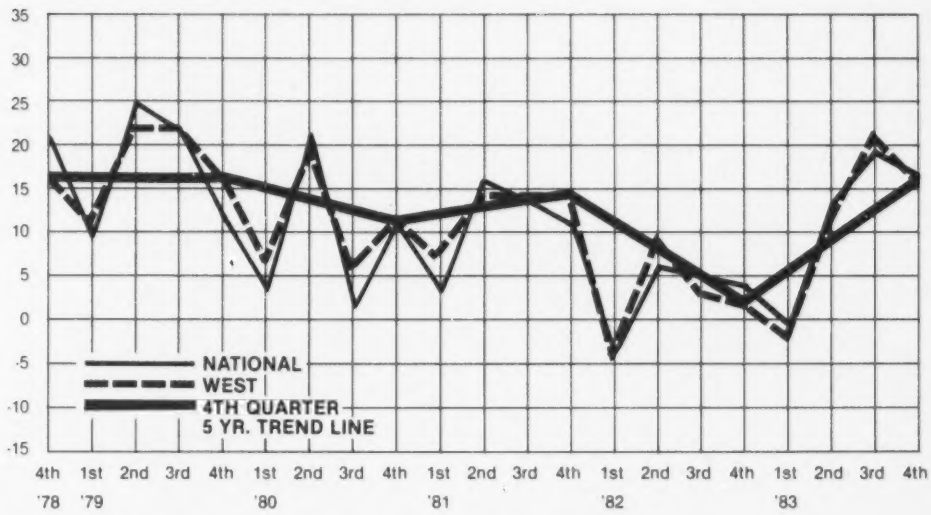
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	17	69	11	3
Construction	30	57	10	3
Manufacturing—Durable Goods	32	55	9	4
Manufacturing—Non-durable Goods	22	68	9	1
Transportation & Public Utilities	22	66	10	2
Wholesale & Retail Trade	39	53	7	1
Finance, Insurance & Real Estate	25	64	8	3
Education—Public & Private	31	61	6	2
Services	25	63	10	2
Public Administration	25	65	9	1
All Industries	29	61	8	2

Note: These figures are not adjusted for seasonal variations.

West

Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Western hiring strength for the fourth quarter of 1983 is expected to be slightly lower than that reported nationally and the same as that reported by the Northeast and Midwest. Current figures are better than all fourth quarters since 1979, however, when the survey figures were similar.

Hiring strength by wholesale and retail merchants is expected to be the strongest of all employment sectors. As is the case for other regions, figures for this sector are the best recorded for any fourth quarter since 1977. While the upswing is seasonal in nature for the last quarter of the year, current figures are slightly lower than those reported last quarter.

Durable goods manufacturing hiring is much better than in previous years. Current figures are better than all quarters since second quarter 1980 when a similar number of firms planned to add staff.

Hiring strength by Western transportation and public utilities employers is expected to be much better than that reported for any other geographic region. While hiring intentions are expected to be only slightly ahead of those reported last quarter, figures for the current quarter are the best for any quarter since first quarter 1981.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	12	88	0	0
Construction	20	69	10	1
Manufacturing—Durable Goods	35	51	10	4
Manufacturing—Non-durable Goods	24	59	13	4
Transportation & Public Utilities	28	60	8	4
Wholesale & Retail Trade	35	55	7	3
Finance, Insurance & Real Estate	19	74	5	2
Education—Public & Private	20	67	11	2
Services	22	64	9	5
Public Administration	15	66	16	3
All Industries	25	63	9	3

Note: These figures are not adjusted for seasonal variations.

MANPOWER®
TEMPORARY SERVICES
International Headquarters
5301 N. Ironwood Road, Milwaukee, WI 53217

The quarterly Employment Outlook Survey is conducted as a public service of Manpower, Inc. The survey was designed and is administered by Manpower's International Research Department, utilizing a statistically representative sample of more than 11,400 large public and private employers from among ten industrial sectors in 354 U.S. cities.

The fourth quarter 1983 survey is a measurement of employment plans for the permanent workforce and is based upon interviews conducted with the survey sample immediately prior to September 1, 1983.

The survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.